

State of Idaho

Certified Public Manager Program

Trainers

Les Alm, PhD

Course: Policy Administration

Professor Alm is the Chair and the Director of Graduate Studies for the Department of Public Policy and Administration at Boise State University, which includes overseeing the MPA (Master of Public Administration) program. In the Master of Public Administration Program he teaches PUBADM 500 (Administration in the Public Sector), PUBADM 503 (Research Methods), PUBADM 541 (Environmental Regulatory Policy), PUBADM 542 (Science, Democracy, and the Environment) and PUBADM 600 (Assessment, which is also the capstone course for all MPA students). Professor Alm's primary research emphasis is in environmental policy with specific attention to the U.S./Canada relationship. He has been with Boise State University since 1991 when hired as an Assistant Professor.

Alm holds a Ph.D in Political Science from Colorado State University (1990), a M.A in Educational Administration from Colorado State University (1981), and a B.S in Engineering from U.S. Military Academy, West Point, New York (1973).

Prior to Alm's work at Boise State University he was an Assistant Professor at Bowling Green State University in Bowling Green, Ohio from 1990-1991. He was a High School Teacher from 1979-1989 in Ft. Collins, Colorado and was a Field Artillery Officer in the U.S. Army from 1973-1978.

He has published over 40 articles for professional journals.

Kay Christensen

Course: Administrative Law and Rule Making

Deputy Attorney General Kay Christensen is the Chief of the Contracts and Administrative Law Division of the Office of the Attorney General. A University of Idaho graduate, Kay has been a practicing attorney for over 20 years. After interning for the Honorable J. Blaine Anderson, Judge of the United States Court of Appeals for the Ninth Circuit, she entered private practice in Boise. In 1990, she accepted a position in the Office of the Attorney General where she advised a broad range of state agencies and entities on issues of administrative law including the Administrative Procedures Act,

Open Meeting Law, Public Records Law, legislative process, rules promulgation, and contracts issues. Her clients included licensing boards such as the Idaho Board of Nursing and the Board of Veterinary Medicine; agencies like the Division of Building Safety, Idaho State Historical Society, Lava Hot Springs Foundation and Office on Aging; and commodity commissions including the Idaho Wheat Commission, the Idaho Pea and Lentil Commission, and the Rangeland Resources Commission, among others. A past president of the Idaho Fourth District Bar Association, Kay currently chairs the Character and Fitness Committee of the Idaho State Bar.

T.J Brown, PhD

Courses: What Great Manager's Do and Organizational Transformation

T.J Brown, a graduate of Harvard's Graduate School of Business, represents Sterling Institute. Sterling Institute has been serving public sector customers for over 30 years, forming the Government Services Group in 1984 with professionals dedicated exclusively to organizational and individual development in the public sector. They provide training, assessment and consulting services to federal, state, and local government agencies. Their current client list represents over 17 states and some 16 agencies representing the Federal Government.

T.J. Brown works with top executives of organizations to promote organizational renewal and transformation through organizational analyses and individual feedback. His programs include leadership, change management, workforce development, team effectiveness, and customer focus. A skilled facilitator and consultant, T.J. maximizes organizational dialogue and represents a background based on a wealth of leadership, management, and organizational development knowledge.

Joyce Davis

Courses: Systems Thinking and Report Writing

Joyce Davis is the VP of Business Development for TIP, also assisting with session content development and co-facilitation of certain programs.

Joyce has served in a wide range of roles in logistics, quality, employee development, finance and manufacturing operations with Hubinger, Starkist, Heinz Pet Products and Ore-Ida Foods. Following her career with H. J. Heinz, Joyce relocated to Singapore and was instrumental in establishing an international commodity-brokering firm in Southeast Asia. BHC Enterprises has offices in Singapore, Jakarta and Manado, Indonesia.

It is her extensive business background and experience that allows her to assess client needs, structure session content to meet employee development needs, and support business goals.

Richard L. Gardner, PhD

Course: Principles for Partnership

Richard Gardner is the principle consultant at Bootstrap Solution, a firm specializing in rural development, economics, strategic planning, and group facilitation. From 1992 through July 2001, Dr. Gardner was the executive director of the Idaho Rural Partnership. For the prior nine years, Dr. Gardner was a policy economist in the Idaho Division of Financial Management, working on agricultural, natural resource, rural development, and tax issues.

Dr. Gardner is widely published and has participated in over 200 workshops on rural development. He has facilitated the creation and delivery of numerous rural programs and projects. Dr. Gardner received USDA's top achievement, the Honor Award for Public Service, from Secretary Dan Glickman in 2000 for his work with IRP. Dr. Gardner was given the Ron Shaffer Award for Collaborative Leadership by the National Rural Development Partnership in 2001.

With degrees in resource economics from Colorado State, Minnesota, and Michigan State Dr. Gardner has more education than is normally good for a person. He was born and raised in the little town of Vicksburg, Michigan, and tries to keep up with his four children. Dick is a regular distance runner, physical appearance notwithstanding, and has completed three marathons. His favorite pastimes are to enjoy rural Idaho via whitewater raft, horse, or backpack.

Larry Gebert

Course: Effective Presentations

Larry Gebert, broadcaster with NewsChannel 7 since 1992, works as a Meteorologist and the System Administrator for the computer networks.

Larry began his broadcasting career in 1977 working for a radio station while he was completing his degree at Carroll College in Helena, Montana. He began working in television the following year in Great Falls, Montana as a Sports Caster where he eventually became News Director in 1980. He also worked in Billings, Montana for 3 years before moving to Boise in 1983.

Larry is very active in the community, and with his wife Julie, son Austin and step sons Michael and David.

When his not in the KTVB studio predicting the weather, Larry's hobbies include, computers, skiing (water and snow), and coaching his sons' teams.

Bayard Gregory, PhD

Course: The Organization as Culture

Dr. Bayard Gregory earned bachelor's and master's degrees in Sociology from Long Beach State University in southern California and a PhD in Adult Education and Organizational Learning from the University of Idaho. His graduate studies focused on human resource development, group processes, and conflict management. Bayard teaches courses in both the Sociology Department and Dispute Resolution Program at Boise State University and consults actively – presenting workshops, facilitating groups, and mediating disputes.

More specifically, Bayard has 19 years of college teaching experience and over 900 hours of professional practice as a mediator and group facilitator. Additionally, Bayard's consulting experience includes more than 2,600 hours making professional presentations on interpersonal communication, group and organizational processes, conflict management, and personal development.

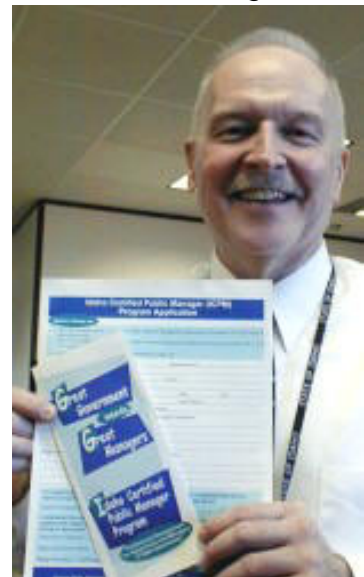
James “Jim” Jackson

Courses: Effective Presentations, Emotional Intelligence, Mental Models, Shared Vision, Personal Mastery, & Team Learning

Mr. Jackson is a highly skilled, seasoned, and well-trained local and national professional organizational development consultant, group facilitator, classroom instructor, and public speaker. He also has extensive experience in emergency management, public relations, media and emergency public information including media appearances.

Before retiring from public service, he served as the State of Idaho's emergency exercise and training officer and emergency public information officer. In those roles he primarily helped cities and counties test and improve their emergency response capabilities.

He also served as an organizational development and learning resource manager for Idaho's social services agency. In those roles, he helped create a more competent, business-focused statewide workforce as he developed and implemented a variety of leadership, managerial and competency development learning opportunities for leadership, managers and staff.



Mr. Jackson continues as a lead instructor for Idaho's Certified Public Manager Program operated by the Governor's Division of Human Resources. In this role he helps the state to create “great managers” for the future of Idaho's public service to her citizens.

Mr. Jackson is a graduate of Sam Houston State University, Huntsville, Texas. His service in the United States Air Force included a thirteen-month tour of duty in Southeast Asia (Viet Nam, the Philippines and Thailand). Additionally, Mr. Jackson holds the rank of Third Degree Black Belt in Tae Kwon Do.

Paul Kjellander

Course: Legislative Protocol

Paul Kjellander, President since April 2001, is with the Idaho Public Utilities Commission, to which he was appointed in January 1999 by Governor Dirk Kempthorne. He serves on both the NARUC Committee on Consumer Affairs and the Committee on Telecommunications.

Commissioner Kjellander was elected to three terms in the Idaho House of Representatives, where he served since 1994 as a member of the House State Affairs, Judiciary and Rules, Ways and Means, Local Government and Transportation committees, and as House Majority Caucus Chairman. Commissioner Kjellander's legislative service included membership on the Information Technology Resource Management Council, the House/Senate Joint Committee on Technology, and the Information Technology Advisory Council. He also served as co-chairman of the Council of State Governments West Smart States Committee. His interim legislative committee assignments include the Optional Forms of County Government Committee, Capital Crimes Committee, and the Private Rights Committee.

Commissioner Kjellander also worked for Boise State University as College of Applied Technology Distance Learning Director, Interim Program Head of Broadcast Technology, Station Manager of BSU Radio Network, Special Projects Unit Director for BSU Radio, Executive Producer/Newscaster for BSU Radio, and Director of News and Public Affairs.

He and his wife, Radelle, are the parents of one daughter, Allison, and two sons, Sky and Justus.

Julie G. Levitt

Course: Effective Writing

As a Corporate Trainer/Textbook Author, Julie has operated her own Boise-based firm since 1990, providing professional, results-oriented training. She is a national best-selling author specializing in the areas of career development, communication, motivation, business writing/editing, English usage, and presentation skills.

Julie is a Doctoral Candidate for University of Idaho, Adult Education and holds a Master of Arts, Vocational Education, California State University at Sacramento.

As a publisher, Julie has written two college textbooks published by South-Western Educational Publishing Company, several articles in national journals, and numerous instructional books for Boise State University, the State of Idaho, and for her own

training firm. She also maintains a comprehensive web site focused on career-development: www.yourcareer.swep.com

Her clients include many leading corporations in Idaho, Idaho State Government, and Florida Association of Postsecondary Career Colleges; California State University at Sacramento.

Diane R. Ludgate, Ph.D

Course: Myers-Briggs Type Indicator & Communication

Diane Ludgate is President and founder of Innovative Training Concepts, Boise, Idaho which specializes in organizational training as well as instructional design, in the area of human performance improvement.

Over the past twenty years Ludgate has focused on innovative organizational and human resource development. As an international consultant to business and industry, Ludgate applies psychological principles to communication, sales training, team building, and professional presentation skills to increase effectiveness in organizational training and management development.

Prior to forming Innovative Training Concepts, Ludgate handled national sales management, human resource development, and training positions within international corporations.

Ludgate brings a fresh, new style to her training relying on the importance of audience interaction and involvement and the 3-Es of training to get her message across-Educate, Energize, and Entertain.

Ludgate has published numerous business articles and is a qualified facilitator of the Myers-Briggs Type Indicator.

She is a professional member of the American Society for Training & Development and the Association of Psychological Type.

Harold L. Malterre

Courses: Problem Solving, Leadership, and Project Management

Hal Malterre is currently a Management Development Specialist with the Boise State University's Center for Management Development.

Hal's professional experience includes 20 years as a senior executive with Dillingham Corporation, a multi-billion, multi-national corporation formerly headquartered in Hawaii with 5 years as President and CEO of Dillingham Maritime Pacific. Dillingham Maritime Pacific owned and/or operated shipyards in Indonesia, Hawaii, New Zealand, and Guam.

Mr. Malterre has done management consulting for the past 18 years focusing on strategic planning and organizational development, market positioning, employee training, management development, and team-building. His Master's thesis focused on incorporating future forecasting into the Dillingham Corporation strategic planning process. He is an experienced facilitator.

Mr. Malterre held a faculty position for five years at Kauai Community College at the University of Hawaii, coordinating the Small Business Center developing the Certificate of Completion Program in Entrepreneurship, the first such credit program within the University of Hawaii.

Mr. Malterre holds a Master's degree in Business Administration from Pepperdine University School of Business and Management. He is a graduate of the Stanford University Graduate School of Business Executive Program. Hal's Bachelor major is Economics.

Suzanne McCorkle, PhD

Course: Negotiation and Mediation

Dr. McCorkle arrived in Boise in 1978 after completing her doctorate in Communication at the University of Colorado at Boulder. For ten years she directed Boise State University's (BSU) speech and debate team. From 1994 to 2000, Dr. McCorkle was the Associate Dean of the College of Social Sciences and Public Affairs and served as Intern Dean from 2000-2002. Currently, Dr. McCorkle serves as Professor of Communication and the Director of BSU's Office of Conflict Management Services.

Dr. McCorkle is a past President of the Women's Caucus of the National Communication Association, the Northwest Communication Association and the National Organization for the Study of Women and Communication. She is a recipient of the BSU Faculty Library award and was selected by BSU's student newspaper staff as the first "Hot Prof" honored for outstanding teaching. She is listed in *Who's Who in Entertainment*, *Who's Who in the West*, *Who's Who in the Media and Communications*, and *Who's Who in American Education*. In 1996 the Office of Conflict Management Services that she directs received the Idaho Peacemaker Award from the Peaceful Settlements Foundations and she received the Idaho Peacemaker of the Year award in 2002 from the Idaho Mediation Association.

Dr. McCorkle publishes on a range of topics relating to public argument and conflict management. She is the author and webmaster of an internet site on Idaho Orators and the Interpersonal Conflict section of the soon to be published *Electronic Encyclopedia of Communication* provided by the Communication Institute for Online Scholarship. Her co-authored *Introduction to Mediation* textbook is scheduled for publication in late 2003.

Dr. McCorkle consults, presents workshops, and delivers keynote speeches to regional corporate and public entities. Her training specialties include conflict management, mediation, and public speaking.

Janet Mills, PhD

Courses: Awareness to Action and Communication for Managers

Dr. Janet Mills has been Professor of Public Policy and Administration, and Professor of Communication, at Boise State University since 1989. She teaches courses in communication, management, and organizational behavior. She has published or presented more than 65 scholarly papers.

Dr. Mills earned her undergraduate degree from the University of Cincinnati, and earned her MA and Ph.D. at the University of Kansas. She served as Professor of Human Relations at the University of Oklahoma for twelve years.

Dr. Mills maintains a lively consulting practice. She has made hundreds of presentations to professionals in the public, voluntary, and private sectors. Presentations include: Extraordinary Leadership, and Exquisite Communication.

Her motto is: "Have mouth, will travel."

Connie Pratt

Course: Reading and Review

Connie Pratt holds the position of State Training Manager within the Division of Human Resources, State of Idaho. She is the Team Leader for the Workforce Development team, administering State-wide training, development, and education programs. Her responsibilities include administration of the Certified Public Manager Program, succession planning activities, management and supervisory development, and professional skill-building for State employees.

Connie has over 20 years of involvement with training delivery and management of training in Idaho State Government. She holds a Masters Degree in Public Administration from Boise State University.

Jennifer Sohn

Courses: Systems Thinking and Report Writing

As the founder and President of TIP, Jennifer Sohn designs and delivers customized training seminars and provides one-on-one coaching and team intervention.

She earned an M.A. in Curriculum and Instruction from Boise State University. Jennifer has been an educator, public speaker, and business consultant for over thirty years. Her energy and commitment to excellence in the teaching profession won her the title of Idaho State Teacher of the Year for 1988-89.

She has traveled extensively as the spokesperson for Idaho education, serving on the Governor's Blue Ribbon Task Force for the Future of Idaho Schools and delivering keynote addresses and training seminars.

In 1991 she began a career with Ore-Ida Foods as a corporate trainer. While there, she designed and launched the Total Quality Management, the Business Building/Cost Reduction Program, and the sexual harassment and Title VII compliance program.

After Heinz moved the Ore-Ida functions to Pittsburgh, Jennifer founded TIP and began serving a diverse clientele.

Daniel L. Steckel

Course: Employment Law 101

Dan is the Deputy Attorney General assigned to the Division of Human Resources. He has been a Deputy Attorney General since 1991. Mr. Steckel was assigned to the Idaho Department of Water Resources and the Human Rights Commission for four years each and is currently assigned to the Division of Human Resources. Daniel graduated from the University of Wisconsin-Madison and the University of Colorado, School of Law.

Mr. Steckel is chair of the conditional admittance section of the Idaho State Bar and past chair of the Advocate editorial board. He is a member of the Employment and Labor Law section of the bar and is a frequent speaker on discrimination issues.

Dennis Stevenson

Course: Admin Law and Rule Making

Dennis Stevenson is the Administrative Rules Coordinator for the State of Idaho with the Department of Administration. Dennis has worked for the State of Idaho for 17 years and started with the Office of the Administrative Rules Coordinator as the Assistant Rules Coordinator when the office was created in 1992.

Dennis is the managing editor of both the Idaho Administrative Code and the Idaho Administrative Bulletin and is the legislative and agency liaison for the office. He also conducts training workshops for state employees and the public in administrative law, rule promulgation, rule writing, and Idaho Administrative Procedure Act compliance.

Dennis is the immediate past president of the Administrative Codes and Registers Section of the National Association of Secretaries of State and is now an emeritus member of that organization.

Dennis holds a Bachelor of Arts degree in History from Boise State University and is scheduled to graduate from the CPM program in December 2006.

Michael E. Tomlin, PhD

Course: Critical Thinking

Dr. Michael Tomlin is Professor of Management at George Fox University. He currently serves as Director of their MBA Program located in Boise, Idaho.



Mike has a strong academic background, serving 13 years on the graduate faculty at the University of Idaho, and significant experience in business, as one of the founders of the Rocky Mountain Leadership Network, and currently a principal with the Selway Leadership Group, consulting in leadership, critical thinking, and strategic communications. He has authored over 150 publications including the widely adopted training book for school leaders “*Instructional Leadership*.” Mike is also an award-winning journalist, who for five years wrote two syndicated newspaper columns, *In My America*, and *On the Right Side of Education*.

Mike is a student of leadership, and organizational behavior and change. In recent years Mike's keynote speaking and teaching engagements have taken him to London, England, and Taiwan. Since 1995 he has taught annually at various leadership academies, teaching and training professionals representing America's finest organizations. Additionally he has taught graduate seminars on leadership and organizational theory on the *Viking Serenade*, of the Royal Caribbean Cruise Lines.

Mike holds a Doctorate from the University of Wyoming; a Master of Adult Education Degree from Oklahoma Central State University; and a Bachelor of Science Degree from Southern Nazarene University. He is a member of Phi Delta Kappa, the National Association of Scholars, the World Future Society, American Society for Training and Development, and numerous other organizations. He is listed in Who's Who International of professionals.

Mike lives in Boise with his wife Sue, and their Golden Retriever, Libby.

Stephanie Witt, PhD

Course: Applied Ethics

Dr. Stephanie Witt is Director of the Public Policy Center and the Social Science Research Center at Boise State University. She is also a Professor in the Master of Public Administration (MPA) program and Director of the MPA Internship Program.

Stephanie Witt began her career at Boise State in 1989 as a political science professor, after receiving her doctorate from Washington State University in Pullman, Washington. She chaired the Political Science Department for six years, has served as Interim Associate Dean for the College of Social Sciences and Public Affairs, and was Associate Vice President for Academic Affairs for nearly six years

Jeff Youtz

Course: State Budget Process

Jeff Youtz is the Budget Director for the Idaho Legislature. For 25 years he has been responsible for providing financial and program analysis to the Idaho Legislature in just about every key area of state government, including education, natural resources and transportation issues.

For the last eight years he has been the Budget Director for the Idaho Legislature, coordinating and managing the budget and appropriations process.

Jeff is the recipient of many awards, including the 1998 Staff Achievement Award from the National Association of Legislative Fiscal Officers (NALFO), and is currently President-Elect of NALFO. He graduated from College of Idaho (Albertson College) with a double major in history and political science. He also has completed graduate work in journalism and public administration, and teaches evening graduate courses in the state budget process for BSU. Jeff and his wife Tina have three children, Bryan, Becky, and Lindsey. He enjoys fly fishing and backpacking in Idaho and Alaska.

Jody Zauha

Course: Managing Your Workforce

Jody Zauha is currently employed by the Division of Human Resources with the State of Idaho, specializing in supervisory and management training. Her work experience includes 19 years presenting training, 3 years supervising the training and recruitment function for a large State of Idaho department, 12 years in management as Human Resource Manager for a rural hospital in Southeast Idaho, and service on numerous civic and public sector committees. Jody has her Masters Degree in Instructional and Performance Technology and an undergraduate degree and license in Social Work. Jody attributes the success in her career and personal life largely to an ongoing conscious effort toward creativity in thought and process.